



Towards a
brighter future

At Discover Financial Services (“Discover”) our DEI journey is ongoing, and we are excited for the opportunities ahead. We recognize there is much more to do, and we are dedicated to fostering a more inclusive environment, achieving a more diverse workforce, and increasing our impact as a company.

We continue to maintain our belief statement: We believe that our diverse perspectives and experiences make us stronger and better able to help our customers, employees and communities achieve a brighter future.



A handwritten signature in black ink that reads "Jonita Wilson".

Jonita Wilson

VP | Chief Diversity Officer

Discover’s DEI office is headed by our Chief Diversity Officer, Jonita Wilson. Jonita leads the DEI efforts with ambitious goals in place to create more meaningful change and transforming our established systems to effect change.

Discover is committed to getting better everyday. As we reflect on our DE&I journey, we are encouraged by our progress, but we know we can do more. We see opportunities for improvements in all areas, including representation, and are committed to taking action on behalf of our employees and the communities in which we operate to create achieve brighter financial futures. To that end, we have set the following goals:



Increase the representation of women at all management levels to 50% respectively, by 2025



Establish equity measures to identify and address potential biases, which will improve recruiting, retention, and internal mobility



Achieve equally strong employee inclusion across all identity groups by 2024



Use our full platform of jobs, supplier spend, charitable contributions, products, and more to advance equity and motivate others to effect change

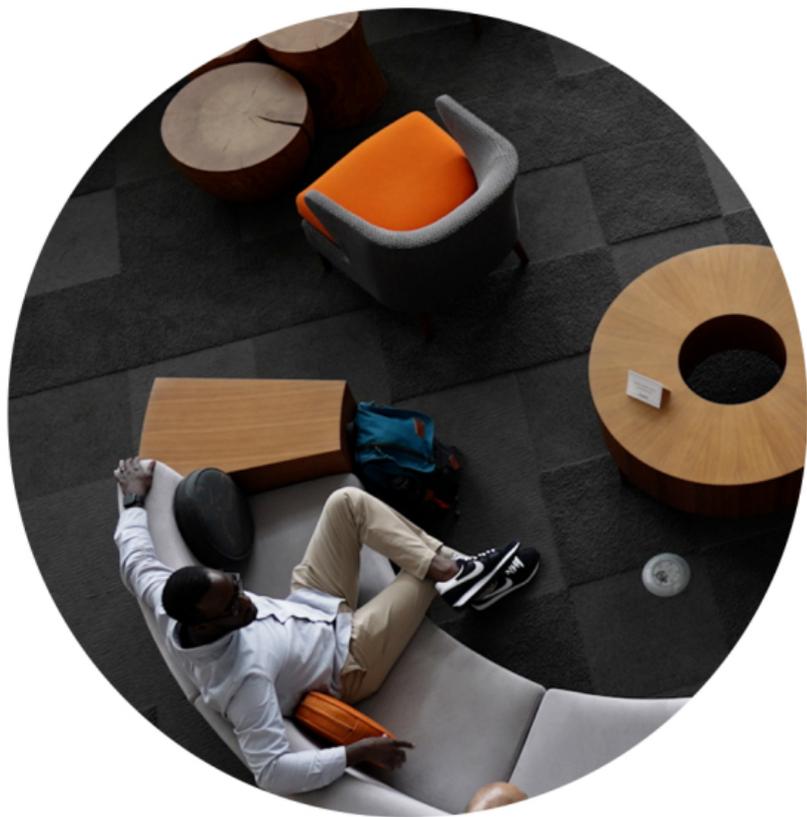
UK Gender Pay Gap Reporting Requirements

In 2017 the UK government passed a law requiring companies with more than 250 employees to annually publish gender pay gap data. As we enter year two for the purpose of the report, we share data on the mean and median gender pay gap using hourly pay, the mean and median gender pay gap using bonus pay and the percentage of men and women in each hourly pay quartile.

We understand the importance of being transparent as we seek to create change and drive lasting impact.

We continue to work towards progressing our aspirational goals and recognize that a diverse organization attracts and retains the best talent and makes the best decisions, allowing us to better serve our customers.





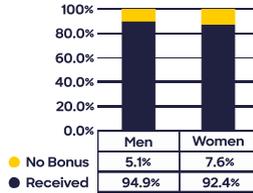
Discover UK – Background

Discover Financial Services, headquartered in Riverwoods, Illinois, is the parent company of Discover Financial Services UK LTD (“Discover UK”). Discover UK serves primarily as our European technology hub with information technology professionals making up approximately 58% of employees. As of December 31, 2021, Discover Financial Services and all of its global affiliates employed approximately 16,700 individuals, with approximately 96% based within the United States. In 2021, Discover UK has continued to grow reaching over 300 employees.

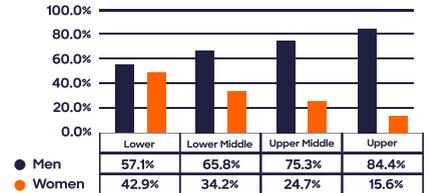
Gender Pay Gap

	Median	Mean
Pay Gap	14.0%	19.0%
Bonus Gap	28.4%	57.3%

% of Employees Receiving Bonus



% of Employees in Each Quartile



Gender Pay Gap Results

In 2021, our base and bonus pay gaps have reduced from our 2020 results. In reviewing our data, we believe this is the result of increased representation of females in the upper levels where compensation levels are higher. We will continue to drive increased female representation overall and especially at the leadership levels.

Director's Note

I confirm the figures in our disclosure are accurate and were independently reviewed by a third-party consultant (Willis Towers Watson) in accordance with their understanding of gender pay gap reporting requirements in the United Kingdom.

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Finola Pierse

Director | International Human Resources

